

Ageing Population and Generational Turn-Over in the Italian Labour Market: Towards a Sustainable Solidarity

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Abstract : Ageing population and youth unemployment are the major challenges that Western Countries - and Italy in particular - are facing in recent years. These phenomena have a significant impact not only on the labour market and the welfare system, but also on the organisational models of work. Therefore, in Italy, in the past few years, there have been some attempts to regulate the management of generational turn-over: intergenerational pacts, early retirement incentives, solidarity contracts, etc. In particular, this paper aims to focus on the expansive solidarity contracts, that were introduced in the Italian legal system for the first time in 1984. Indeed, they have been little used during the thirty years of their lives, so the Legislative Decree no. 148/2015, implementing the so-called Jobs Act, has given them another opportunity. The paper tries to analyse the rules and the empirical data, looking for a sustainable model of generational turn-over management.

Keywords : ageing population, generational turn-over, Italian jobs' act, solidarity contracts

Conference Title : ICLLR 2017 : International Conference on Labour Law and Regulations

Conference Location : New York, United States

Conference Dates : June 04-05, 2017